



K A N S A S

OFFICE OF THE GOVERNOR

KATHLEEN SEBELIUS, GOVERNOR

July 1, 2004

Dear State Employee:

Today officially marks the beginning of Fiscal Year 2005 and I am pleased to inform you that the 3 percent Cost of Living Adjustment that I proposed in January is officially in place. Long overdue, it marks the largest one-time COLA increase since 1990 and I was proud to play a role in making it a reality.

As we continue to look for ways to do more with less, it is critical that we fairly compensate state employees who are working harder than ever for the people of Kansas. It is also essential that we provide agency heads with additional tools to retain the services of employees we cannot afford to lose to the private sector.

The Executive Order that I signed on June 28 to implement in-grade pay increases does just that. I cannot stress strongly enough that the sole purpose of the order is to retain hardworking state employees who are critical to state government's mission of serving Kansans as effectively and efficiently as possible.

I understand the tendency to view any changes in the compensation rules skeptically. Still, I am confident the vast majority of state employees – and the organizations that represent them – will quickly recognize the benefit of providing in-grade pay increases in a limited number of circumstances.

Thank you again for your hard work on behalf of the people of Kansas.

Sincerely,

A handwritten signature in black ink that reads "Kathleen Sebelius".

Kathleen Sebelius